

Research Paper



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**“A STUDY OF AWARENESS OF
LABOUR WELFARE MEASURES IN A.
G. I. O. PAPER AND INDUSTRIES LTD.
DHEKHA, BILASPUR (C.G.)”**



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1. CONCEPT OF LABOUR WELFARE :-

Labour welfare concept is basically based on human values, where each citizen has a right to work in a congenial environment with no hazards to his health on reasonable wages and other terms and conditions of employment. The days are over when labour was considered to be a commodity. The policy was purely a master, Servant relationship. After the independence our constitution, I. L. O. and planning commission have big contributed to labour welfare programme. The importance of labour welfare measures were accepted long back. Way back in 1931, the royal commission on labour stressed the need of labour welfare primarily because of the harsh treatment meted out to the workers.

Article 41 provides that state shall, within the limit of its economics capacity and development, make effective provision of securing the right to work to education and to public assistance in cases of unemployment, old age, sickness and disablement and in other cases of underserved provision. Article 42 provides the state shall make provision for securing just and humane conditions of work and for maternity relief. Article 43 provides that the state shall Endeavour to secure by suitable legislations and economic organization or in any other way to all workers, agricultural, industrial or otherwise work a living wage, condition of work ensuring decent standard of life and full enjoyment of leisure and social and cultural opportunities and in particular the state shall Endeavour to promote cottage industries on an individual or co-operative

basis in rural areas.

Article 43 A provides that the state shall take steps by suitable legislation or in any other way to secure the participation of workers in the management of undertakings, establishments or other organizations engaged in any industry. The Committee on a labour welfare (1969) defined the phase to mean, “ Such facilities and amenities as a adequate canteen, rest and recreation facilities, sanitary and medical facilities, arrangements for travel to and from and for accommodation of workers employed at a distance from their homes and such other services, amenities and facilities including social security measures as contributed to condition under which workers are employed”.

The second report of the I. L. O. refers with regards to labour welfare as such services and amenities which may be established in or in the vicinity of undertaking to enable the person employed in them to perform their work in healthy congenial surroundings and such amenities conducive to good health and high morale. After the condition so many Industrial Act have been constituted such as the Workman compensation Act 1923, Maternity benefit Act 1961, Factory act 1948, Contract labour Act 1970, Bonded labour act 1976, Equal remuneration act 1976, Interstate migration act 1979, Child labour act 1986, Minimum wages act 1948, Payment of wages act 1936, Bedi & Cigar workers act 1966, Buildings and other constructions workers act 1996, The payment of bonus act 1965, The payment of gratuity act 1972 and Industrial dispute act 1948.

1.1 IMPORTANCE PROVISIONS OF FACTORY ACT 1948 :-

The chief of characteristic of labour welfare work may be summarized to include the work which is usually undertaken within the premises or in the vicinity of the industrial undertakings for the benefit of the employees and the members of their family and this generally includes those items of welfare which are over and above what is provided- by statutory provisions and what the employees expect as a result of contract of employment from the employers. The welfare provisions section 42 to 50 under the factory act 1948 has been provided the facilities of washing, storing & drying clothing, sitting , first aid appliances, ambulance room cell, canteen, rest room /shelter room, crèche, appointment of welfare officer.

1.2 NON STATUTORY LABOUR WELFARE MEASURES :-

The main Non Statutory measures are education for worker's children, residential, medical, consumer store, entertainment, transportation, education & training, health & hygiene, safety etc. facilities.

2. IMPORTANCE AND NEED OF STUDY:-

No scientific and systematic effort has been made in recent past study the status of implementation of welfare measures under the factory act 1948 and other non statutory welfare measures conducted as part of a scheme under second five year plan in certain specified industries conducted by labour bureau in need 60s. But now the Situation have changed and a lot of new industries have come up with new technology and dramatically changed the definition of labour welfare. On this basis it was felt and it would therefore industry to know as to in the changed industrial scenario, how for the objectives of factory act 1948 are really being translated in action and how the act being implemented.

3. OBJECTIVE OF THE STUDY:-

1. To study the awareness of statutory & voluntary labour welfare measures in A.G.I.O. Paper & Industries Ltd. Dhekha, Bilaspur (C.G.) 2.To find out the implementations of various labour welfare measures in A.G.I.O. Paper & Industries Ltd.

Dhekha, Bilaspur (C.G.)

4. AREA OF STUDY:-

The study essentially focuses on awareness and implementation status of the statutory welfare measures under the factory act 1948 and Non statutory welfare measures in A.G.I.O. Paper & Industries Ltd. Dhekha, Bilaspur (C.G.). The area of study is A. G. I. O. Paper & Industries Ltd. Dhekha, Bilaspur (C.G.) is only single unit of paper mill in Bilaspur District (C.G.). 13 Officers, 174 company workers, 350 contract workers are serving in this unit. The study year is 2008-09.

5. METHODOLOGY OF STUDY:-

The research is based on primary data, collected through structured interview schedule which has been supplemented by a detailed review of secondary information and discussion. The primary data has been collected through a multistage sampling procedure. At the first stage 50 company workers out of 174 have been selected for interview Secondary sources of data were the information & data of A. G. I. O. paper and industries, Ltd. Dhekha, Bilaspur, Published magazines, journals and few books. The method of data collection for the study was the structured interview of the respondents, the primary data collection has been found out. The structured interview and its schedule were designed for collection data from the respondents (Labours) interview schedule were designed. To find out the status of awareness and implementation towards the Labour welfare measures used median, mean, average, geometric method.

6. PROFILE OF THE ORGANIZATION:-

Kanoi paper & Industries Limited is a paper manufacturing plant, manufacturing about 11,000 tons of paper per year. The major raw material for manufacturing of paper is agricultural waste- paddy straw which is available locally in plenty. The mill was commissioned in the year 1981 M/s. Brook Bond India Limited and then sold to Kanoi Group in the year 1990. Kanoi were running the mill from 1990 to 2002. Due to various problems, the mill had become sick in the year 2002 and was taken over by Jalans in February 2003. Since then the mill is under the management of Jalans. Jalans group has been able to turn around the mill by improving production, quality and quantity and

diversification of the product mix. Through the mill has come out of red, the size of the plant is too small to remain economical in the long run. Now this units is known as A. G. I. O. Paper & Industries, Dhekha, Bilaspur (C.G.) Location : The unit is situated at Village Dhekha, Bilaspur (C.G.) at a distance of approx. 8 kms from Bilaspur Distt. (C.G.). The unit is approachable by National Highway connecting Bilaspur to Champa. Major raw material for the unit is straw which is easily & abundantly available in the nearby areas. The location is well connected by road & rail transport enabling timely procurement of the raw material at economical costs.

7. EMPIRICAL FINDINGS :-

Now we present the collected data concerning the person information of sampled workers of A. S. I. O. paper & industries Ltd, Dhekha, Bilaspur. 50 workers is selected for sample from company, thereafter we examine and study the awareness & implementation status of various Labour welfare provisions / amenities provided under factory act 1948 such as washing facility , facility for storage and drying of cloths, sitting facility, first aid facility, canteen facility, facility for rest/ shelter/dining room, facility for recruitment of welfare officer and also the non statutory welfare measures such as facility of education for worker's children, residential, medical, consumer store, entertainment, transportation, education & training, health & hygiene, safety etc. facilities arrangement for workers. Now we highlights the important observation & collected data as given below:-

7.1 Personal Information:-

I. 34 % of the sampled workers are unskilled, 45 % of them are semiskilled and 20 % sampled of workers are skilled workers. II. All sampled worker all male, so gender distribution of workers is not necessary. III. The approximately 50% of sampled workers are in the age group 31-40 years, 28 % of them are in the age group of 40-50 years, this indicates that almost 66 % of the workers are having their age in the age group 31-50 years. IV. 82 % of sampled workers have their level of education as primary or higher secondary. V. 78 % of sampled workers are married. VI. Approximately 63 % of sampled workers have their monthly income less

than Rs.-4000/-. VII. Approximately 69 % of sampled workers have less than 20 years services. VIII. 58 % of sampled workers belongs nuclear family.

7.2 AWARENESS ABOUT STATUTORY WELFARE MEASURES:-

To know awareness of various statutory Labour welfare measures 50 sampled workers selected under study and discussion, held with the responsible representatives of employer, workers and employees. The awareness about facilities about among workers and representatives of employers play a vital roll in implementation. The awareness of workers about the various statutory Labour welfare schemes are given below. The above table shows that it can be said that almost more than 60 % of total sampled workers are aware of all dedicated facilities provided to them under the statutory labour welfare measures expect the rest / shelter / retiring room and crèche, However the percentage of sampled workers, who are aware about the rest/ shelter/ retiring facilities are 56 % and crèche facility is 52 %.

7.3 STATUS OF IMPLEMENTATION OF VARIOUS WELFARE PROVISIONS UNDER FACTORY ACT 1948:-

The welfare provisions under the factory act 1948 is intended for benefit and welfare of the workers. It aims to protecting the workers employed in factories and for ensuring their welfare at the place of work by implementing the various provisions under the Act, in this part we evaluate and assess of the implementation of various provisions in A.G.I.O paper & industries Ltd. Dhekha, Bilaspur (C.G.). The views of sampled workers are given in below table. The above table indicates that washing, storing & drying of clothing, sitting, appointment of welfare Officer Facilities aver available but rest, shelter & lunch room facilities were not available. Crèche facility was not available because there were not 30 workers in company so it is compulsory requirement of factory act 1948.

7.4 AVEVILABILTIY ON NON STATUTORY WELFARE MEASURES:-

An effort was also made as part of the study to know whether the workers employed in A. G. I. O.

Table No.-7.2.1 Awareness of Sampled Workers About Statutory Welfare measures

S. No.	Name of Facility	Percentage of said facility
1.	Washing	66
2.	Storing & Drying of cloths	64
3.	Sitting	65
4.	First Aid Appliances	62
5.	Canteen	62
6.	Rest /Shelter / Retiring	56
7.	Crèche	52
8.	Appointment of Welfare Officer	62

Table No.- 7.3.1 Availability of Various statutory welfare measures.

S. No.	Name of Facility	Availability of facility
1.	Washing	Available
2.	Storing & Drying of cloths	Available
3.	Sitting	Available
4.	First Aid Appliances	Available
5.	Canteen	Available
6.	Rest /Shelter / Retiring	Not Available
7.	Crèche	Not Applicable

Table No.- 7.4.1 Availability of non statutory welfare measures.

S. No.	Name of Facility	Availability
1.	Education for worker’s children	Not Available
2.	Residential	Not Available
3.	medical	Not Available
4.	Consumer store	Not Available
5.	Entertainment	Not Available
6.	Transportation	Not Available
7.	Education & Training	Not Applicable
8.	Health & Hygiene	Available

paper & Industries Dhekha, Bilaspur (C.G.) selected for study or being extended any other form of Non Statutory welfare facilities such as Education for worker’s children, Residential, Medical, Consumer store, Entertainment, Transportation, Education & training for workers, Health & Hygiene facilities by employers ways of asking question from respondents, as well as through group discussion held with other group of workers representatives of employers. In this part we evaluate and assess of implementation of non statutory welfare measure in A. G. I. O. paper & Industries Ltd. Dhekha, Bilaspur (C.G.) The above table indicates that A. G. I. O. paper & industries was not providing education for workers children, consumer store, entertainment, transportation, education and training for workers. Further only Health & Hygiene, Safety Facilities were providing by employers.

8 CONCLUSSION:-

The level of awareness among the workers engaged in A. G. I. O. paper & industries Ltd. Dhekha, Bilaspur (C.G.) Studied and found that above 60 % workers were aware about

statutory welfare measures except rest /shelter/ retiring room & crèche facilities. Maximum statutory welfare facilities were being provided & implemented but Non statutory facilities were not

being provided and implemented by employer. Only House Rents & conveniences allowances were being given to sampled workers in place of residential & transportation facilities respectively.

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